### THE MARYLAND WILDLIFE ADVISORY COMMISSION FEBRUARY 13, 2002

#### **MINUTES**

Members: T. Lambert, L. Adams, J. Fritz, J. Lamp, R. Gregory, C. Langenfelder, C. Garner

Staff: A. Baker, K. Blizzard, T. Broll, S. Richardson, M. Hoffman, P. Peditto

Absent: P. Cochran, B. Kelley

Wildlife and Heritage Service Director Paul Peditto called the meeting to order at 9:35 am. Director Peditto announced the appointment of Mr. Tim Lambert, President of the Maryland Sportsman's Association (MSA), to the Maryland Wildlife Advisory Commission. He explained that other appointments are under consideration by the Governor's Appointment Secretary and that, when made, will bring the Commission up to nine members. Director Peditto stated that he did not know why former Commission Chairman, Spaulding Goetze, was asked to step down.

Commissioner Robert Gregory requested a list of the terms for each commissioner and the policy for reappointment. Commissioner Lowell Adams expressed his displeasure with the procedure that resulted in Mr. Goetze being dismissed as Chairman of this Commission. "The Advisory Commission members were not appointed by this administration," he stated. He also pointed out that he had never received any official notification that he was re-appointed to the Commission after his initial 4-year term expired. He suggested that Commissioners receive a letter from the Governor's office at the end of their four-year term indicating re-appointment.

Commissioner Gregory thought Commissioner Lambert to be an excellent candidate for the position of Chairman, but he was concerned about the process. Commissioner Adams agreed, saying that normally the body elects their own Chairman. Regardless of who serves as Chairman of the Commission, he felt strongly that election by fellow members was required.

Director Peditto felt the confusion with the appointment and re-appointment process demonstrates a need for working more closely with Ms. Jennifer Petty, assistant to DNR Secretary Chuck Fox. "Our unit has the responsibility to understand this process and share this information with the Commission members." He said he would meet with Ms. Petty and report back to the Commission. Director Peditto also said that he wants to make sure everyone under his chain of command understands and appreciates the work that the Wildlife Advisory Commission is doing.

Director Peditto reported that two of three vacancies on the Waterfowl Advisory Committee have been filled, and he will defer to Chairman Ladd Johnson who will announce those new members soon.

After a brief discussion regarding members interested in serving as Chairman of the Commission, Commissioner Adams moved to nominate Commissioner Lambert as Chairman. Commissioner Gregory seconded the motion.

Commissioner Lambert said he would accept the chairmanship, if offered. He stated that MSA is pleased with the role the organization has on the Commission and appreciates being invited to participate in the meetings. He, too, expressed discouragement with the lack of a clear process for appointments and reappointments to the Commission and regretted the loss of former Chairman Goetze. The Commissioners voted unanimously to elect Commissioner Lambert to be the new Chairman. Director Peditto congratulated the new Chairman. He then read a letter, addressed to the members of the Commission, that Mr. Goetze had asked him to share at this meeting [Attachment A-1].

## Maryland Wildlife Advisory Commission Minutes, February 13, 2002 Page 2 of 8

Director Peditto briefly reviewed the status of the Wildlife and Heritage Service work force planning efforts. Despite a statewide hiring freeze announced in mid-October, the Wildlife and Heritage Service has been allowed to fill permanent positions that were created under the reorganization plan. He introduced Ms. Tracey Spencer, now serving as Assistant to the Director. She comes to the Unit with high recommendations from DNR's Licensing and Registration Service. Ms. Spencer will assist Chairman Lambert with meeting arrangements, writing and distribution of minutes and other communications among the members.

Mr. Bryan King, a recent graduate of Virginia Technical Institute, is now Southern Region Manager. Mr. Tim Larney, former Heritage Volunteer Coordinator, has been promoted to Regional Ecology Supervisor for the Natural Heritage Program. New to the Natural Heritage staff is Gwen Brewer, recently named Science Program Manager. Ms. Brewer is a professor in the Ecology Department at Frostburg State University. She will work in Annapolis, once her professional obligations to the University have been fulfilled. Ms. Kim Crotty is serving as a temporary administrative assistant. She works closely with the administrative and game program staff.

Mr. Peditto said the Service is hopeful that Mr. George Timko will agree to accept The Urban Deer Manager position; Mr. Timko would work under the supervision of Deer Project Manager, Mr. Doug Hotton.

Commissioner Adams raised a concern about the funding base for Natural Heritage. He mentioned that at one time the Program relied largely on "soft" money. He wondered if this was still the case. Director Peditto said that the State Tax Check-off continues to fund the program, but the Department has been successful in getting some general funding for employee salaries, which has freed up some of the special funds for other projects.

Director Peditto introduced Mark Hoffman, who has taken on the role of Associate Director of Administration for the Wildlife and Heritage Service. Mr. Hoffman is also the legislative contact for the unit and is responsible for fiscal notes and bill supports. Mr. Hoffman reviewed the current status of legislation he is tracking for the Service [Attachment A].

The Department is not taking a formal position on HB-9, referred to as the "Sunday hunting" bill, but is monitoring it closely. Commissioner Adams asked if this bill was still in the Environmental Matters Committee. Mr. Hoffman said it has not been voted out of Committee. Commissioner Gregory asked why the Department has taken no position on HB-9.

Director Peditto replied that the new Chairman of the Environmental Matters Committee, Delegate John Hurson, confirmed that there would be plenty of opportunity for public comment. "We've been to all the hearings and heard from both sides on the issues. It's been very educational," he stated.

Commissioner Conrad Langenfelder expressed his concern with legislating the length of a hunting season. He was assured that HB-311 had been withdrawn, based on the regulation proposal being prepared by the Service. "The bill has no sponsor and no hearing schedule, because we're planning on adding additional days to the deer firearm's season through regulation," Director Peditto explained.

Mr. Hoffman explained that HB-69 would allow Virginia residents to license blind sites, or license their shoreline along the Potomac River. Currently Virginia residents owning riparian shoreline along the non-tidal portions of the Potomac are prohibited from licensing their shoreline.

HB-122 would permit Maryland riparian shoreline owners to license their shoreline for a five-year period, as opposed to the annual licensing requirement. Mr. Hoffman said there are financial issues associated with this procedure. Commissioner Joe Lamp asked if the Department would receive the additional revenue. Mr. Hoffman said the \$20.00 annual fee would become a \$100.00 fee for the five-year license. He explained that, by law, the Department does not receive all of the income generated from the sale of these licenses. "We are only entitled to revenue that would cover the cost of administering the program."

HB-377, a bill that would prohibit leg-hold traps statewide, was heard in the House last week.

Scheduled for hearing next week, HB-664 would create a separate and independent state agency for Wildlife and Inland Fisheries and remove this responsibility from DNR. Commissioner Adams asked how such a change would affect the function of this Commission. Mr. Hoffman said the Wildlife Advisory Commission would work on behalf of the new higher-level agency and advise its appointed Director instead of advising the Secretary of the Department. "HB-664 does not abolish this Commission," Mr. Hoffman stated.

Mr. Hoffman indicated there are numerous licensing bills (HB-717, HB-719, HB-1108), dealing with fee increases, stamps and permits. He has not completed a fiscal analysis of these bills. He also intends to look into the ramifications of proposed HB-1107, which concerns the Scientific Collection Permit process for turtles.

House Joint Resolution, HJ-12, urges the US Fish and Wildlife Service (USFWS) to take immediate action to develop protocol for mute swan management. Commissioner Adams questioned what role the USFWS played in the management of this exotic species. Mr. Peditto explained that a recent federal court decision has included mute swan management under the Migratory Bird Act. He believes the federal regulations for mute swan will be similar to those currently in place for the management of resident Canada geese.

"You may be unaware of the recent Federal Legation related to Mute Swan," explained Director Peditto. "The Federal Court decided that the Mute Swan is covered under the Migratory Treaty Act; therefore the resolution is to urge The USFWS to act immediately to the develop management protocol for the programs related to the Mute Swan. "Mr. Hoffman added that the ruling means mute swans are now subject to the same Federal oversight that all migratory birds are.

SB-18, the Senate version of HB-69, relating to Virginia riparian landowners with property along the non-tidal Potomac, has already passed the Senate.

SB-395 deals with an issue of local interest to Kent County. Kent County passed an ordinance to allow marinas to leave boats moored off licensed shoreline. Landowners challenged the ordinance and it was struck down in Circuit Court. SB-395 is proposed at the request of the marine owners. Mr. Hoffman stated that DNR's concerns involve giving too much authority to local jurisdictions and the preservation of the landowners' rights.

SB-599, introduced by Senator Astle at the request of the Department, addresses a number of licensing issues. The bill's intent is to streamline the licensing process for hunters and licensing agents, and to also raise fees for licenses and stamp, which have remained the same since 1989. Currently the hunter has sixteen items to choose from and this bill would reduce those choices to seven. Fees would increase by about 40%, generating an estimated \$1.7 million additional special fund revenue.

Commissioner Adams asked how much of the license fee would go to Farmers and Hunters Feeding the Hungry (FHFH), and Mr. Hoffman said the bill provided one dollar to FHFH from the sale of each regular license. This money would be clearly designated to pay for the processing of venison for the needy. Another provision in the bill increases the licensing agent's revenue by about 50%. Mr. Hoffman explained that DNR wants the agents to continue to sell licenses and to feel it is worth their effort.

Commissioner Adams asked if deer processors were meeting basic health requirements. Director Peditto said that not everyone processing deer meat has to be inspected, but that FHFH requires their participating processors to pass the Health Department's inspection.

SJ-15 is the Senate version of the House Joint Resolution on the mute swan issues previously discussed.

Commissioner Lamp again expressed concern about DNR's ability to gain revenue from the sale of the 5-year riparian landowner blind site license. Mr. Hoffman replied that it's a complicated issue. "Current law says that each year any money we collect, above the cost for issuing shoreline licenses, is supposed to go into a general fund. We have not been keeping detailed accounting records of this revenue and associated expenditures. Under the new bill, revenues in the first year would have to be balanced against the long-term cost of maintenance," Mr. Hoffman explained. He said the Department is working towards a remedy, so that revenue could be directed to a Special Fund, as opposed to the State's General Fund, which raises other issues relating to budget reductions and cost containment statewide. He believes any proposal to convert funds from General to Special status will be frowned upon.

Additionally, Mr. Hoffman said there are Federal aid issues that have not been addressed. Participation in the Federal Wildlife Restoration Act, which generates about \$2 million annually, requires the state to use all revenue generated from hunting and fishing licenses solely for wildlife conservation purposes.

Mr. Hoffman has discussed this issue with the DNR Fisheries Service, and believes there is an argument to be made for declaring blind site licensing revenue as meeting the definition of revenue generated by the sale of hunting and fishing licenses under the Federal guidelines. If that were true, the State law requiring this revenue to go into the State's General Fund would make the Department ineligible for this Federal program. Mr. Hoffman is hopeful that HB-122 will also address this dilemma. Commissioner Lamp said that DNR would be losing money in the long run with this bill, and he is afraid of that.

Chairman Lambert asked Director Peditto to review the 2002 Commission Agenda. Director Peditto said that he and Mr. Goetze had worked together on a draft working agenda [Attachment B] and had planned to add updates from staff reflective of the new organization. Added to this agenda, therefore, in April, is a Wildlife and Heritage Service Regional Operation Program update; in June, a Natural Heritage Program update; in July, the Administrative Program update; in August, a report from the new Information and Education Program; and, in October, the Game Program update. This will cover the five programs now being led by the Associate Directors, who can call on their staff members to help keep the Commissioners informed. Director Peditto also included reports from the various wildlife advisory committees, such as the Wild Turkey, Waterfowl, and Captive Wildlife Advisory Committees. Commissioner Lamp suggested the Fur Resource Advisory Committee also be included. In March, the Commission will also follow-up on making recommendations for changes in Commercial Hunting Guide Regulations and will hear from the Non-Lethal Task Force on Wildlife, which has finalized its report to the Governor.

Director Peditto is suggesting the Commissioners begin talking about possible legislation to consider for the 2003 session. The Commissioners agreed to review the 2002 Working Agenda and fax any comments or requested changes to Director Peditto.

Commissioner Gregory asked if there were anything else he needed to do regarding the commercial guide regulations. Director Peditto said he would ask Bill Harvey, Game Bird Program Manager, and Larry Hindman, Waterfowl Project Manager, to coordinate with Associate Director Bob Beyer.

Commissioner Gregory asked for guidelines for Commission membership and re-appointments be added to the March agenda. Director Peditto said he would need additional time, because it would be difficult to meet with Ms. Petty while the legislative session was still in progress. Commissioner Gregory asked about the status of the crossbow, and Director Peditto said that would fall under the Game Program update. He did say the Attorney General's office is reviewing the crossbow law as it relates to the Americans with Disabilities Act.

Commissioner Gregory also suggested that as volunteer members of the Commission, perhaps some benefits could be provided, such as a State Park pass, Lifetime Hunting License, or preference in participating in managed hunts.

### Maryland Wildlife Advisory Commission Minutes, February 13, 2002 Page 5 of 8

Chairman Lambert called on Director Peditto to talk about the hunting and trapping seasons and bag limits being proposed for the next two license years. Director Peditto passed out a document, "Hunting Seasons and Bag Limits 2002-2004: Concepts to Consider" [Attachment C]. He explained that in the past, a draft proposal was prepared and brought to the Commission for open discussion, followed by release to the press and invitations to public meetings, which were poorly attended. "I have asked our staff to add an extra layer to this process by asking a group of individuals who represent a broad constituency from the hunting and trapping community to help with drafting the proposal, before it is released to the general public," Director Peditto stated. "Our intention is to provide our constituents with some ownership in the development of the proposal, before it goes out to the general public." Included in this early development of concepts are members of the media and the Maryland outdoor writers' community. What Director Peditto is looking for is to involve more people early in the regulatory process and to insure that the general public has ample opportunity to digest to these concepts and provide the level of feedback that will help the Department formulate sound proposals. The first meeting of these "stakeholders" will be held February 22nd. "What I want to avoid is people deciding not to attend our public meetings because they think DNR will not make any changes based on their views," explained Director Peditto.

In reviewing the concepts to be discussed, Director Peditto noted the following ideas:

Deer Management Region A: Expand either sex deer hunting to all three days of the early muzzleloader season.

Deer Management Region B: To include all of Frederick County and to expand to include either sex deer hunting and increase Region B Bag Limit from two to three.

Deer Management Regions C & D: Increase early 2-day antlerless season to a 3-day antlerless season and expand firearm's season to three weeks.

Coyotes: Legalize hunting at night to be consistent with raccoon and opossum seasons, allowing for a broader public understanding of the law and clearer law enforcement guidelines.

Eastern Wild Turkey: Add an extra week to the spring turkey season.

[See Attachment C for a complete review of these concepts.]

Where two or three solutions may be viable, those attending the upcoming meeting will discuss them all. Mr. Peditto has already received positive feedback from media representatives and believes the new stakeholders' meeting format is consistent with the Secretary's commitment to open public forums. He also plans to discuss any proposed legislation effecting the Wildlife and Heritage Service. He admitted frustration at the cost of holding public meetings, which few attend, and is hoping to reduce the number of meetings held in March from four to two. Director Peditto will bring the proposed changes in seasons and bag limits to the March 13th meeting for the Commission's review and comment.

Chairman Lambert asked for approval of the November 2001 minutes. No changes were needed and the minutes were approved as written.

Commissioner Lamp requested time to address the issue of baiting deer. He explained that he read a December article in the Baltimore Sun entitled, "Here's How They Got the Big Bucks," [Attachment D] describing a youth hunter who harvested an antlered deer on private property from a tree stand over a pile of corn. "When I read that, I didn't know what a corn pile was," stated Commissioner Lamp. "I discovered later that the corn pile was used for baiting deer." Commissioner Lamp realizes that baiting deer is not allowed on State lands, but questioned the practice continuing on private property. Subsequently, he brought this issue to the attention of outdoor writer Candus Thomson, who not only agreed with Commissioner Lamp's opinion that baiting of deer should be banned statewide, but also stated her position in this regard in her February 10<sup>th</sup> Baltimore Sun column.

# Maryland Wildlife Advisory Commission Minutes, February 13, 2002 Page 6 of 8

Commissioner Lamp reported that he has received several telephone calls and letters in support of this issue, including a letter from Dr. Elizabeth Stallman, a wildlife scientist working for The Humane Society of the United States. Dr. Stallman's letter clearly states that we should no longer allow baiting in Maryland [Included in Attachment D]. Another letter from Mr. Michael Markarian, Executive Vice President, Fund for Animals, requested Maryland's Wildlife Advisory Commission to consider this issue and come out in opposition to baiting deer.

Commissioner Lamp is concerned about what children learn when they are taught to feed an animal, earn its trust, and then kill it over that food. He said that, according to a Humane Society report, only 17 states allow baiting, with both Minnesota and Missouri recently banning the practice. Commissioner Lamp read Mr. Markarian's closing paragraph into the record [See Attachment D]. Commissioner Lamp stated he wants the Department to revise its current regulations to include the prohibition for baiting deer to cover both public and private lands. He asked that the Commission endorse his proposal. Commissioner Adams so moved, in the interest of discussion among members.

Commissioner Conrad Langenfelder felt strongly that private landowners should be allowed to continue baiting for deer. "I don't know what we are teaching that kid about right or wrong. One thing baiting does allow is a good, clean kill," he said. "Baiting on private property should still be allowed. " Commissioner Langenfelder believes taking a deer over bait is a more humane method than firing away at deer in the distance.

Mr. Charles Garner suggested that the question will be, "Who will define what bait is? There are scents used now to attract deer. Will those be considered bait?" Chairman Lambert mentioned similar issues, such as hunting in cornfields and under apple trees. "Those could be easily included in a definition of hunting over bait."

Commissioner Lamp indicated that if we can define deer baiting for the purposes of outlawing the practice on federal and state lands, then there should be a working definition in place.

Commissioner Adams stated that although this issue needs to be addressed, he was not comfortable with taking any immediate action. He acknowledged that he has never hunted over bait, though he grew up and hunted on a rural Virginia farm. He agreed that most states don't allow the practice. He said as well that he understood Commissioner Langenfelder's opinion and the plight of the farmers and would even be in favor of increasing deer bag limits, if that would help the agricultural community. "I remain all in favor of controlling animals that are causing problems," he stated.

Commissioner Gregory understood the use of baiting as a deer management tool, but added that in states like South Carolina, the solution was a longer hunting season (August through January). Commissioner Gregory believes it's important to evaluate deer management techniques in neighboring states. "There's a lot more to it than what we are reading here. We have a very limited hunting season," he stated. Commissioner Gregory was in favor of first obtaining a broad and well-rounded view of the issues involved.

Commissioner Catherine Tait was interested in protecting the rights of the private landowner and the responsible farmer, while Commissioner Lamp felt this wasn't the issue, since there were already numerous laws in place that limit what a landowner may or may not do on private property. He said that he and Candus Thomson generally disagree on almost everything, but she is coming out strongly on the baiting issue. He added that people are incensed that this practice continues in Maryland.

Commissioner Gregory remained adamant that more information would be required. "We need to hear public opinion before voting," he said. Commissioner Adams suggested that MSA might want to take a position. He thought nothing would be gained by the Commission voting on baiting deer prematurely. Commissioner Tait reminded members that the farmers are trying to solve a problem, too.

## Maryland Wildlife Advisory Commission Minutes, February 13, 2002 Page 7 of 8

Director Peditto views baiting deer on private lands as a personal choice issue, and the Department would hesitate to take a position. He pointed out that when New Jersey attempted to regulate baiting for deer, it became very problematic, especially when attempting to define baiting. He said that we have an obligation to law enforcement as well to not create problematic and unenforceable regulations.

Commissioner Lamp replied that whatever the law states we can't do on state lands needs to be the same law for private lands.

Chairman Lambert explained that as far as public lands goes, it is a misconception that the Department does not allow baiting on public lands because it is unethical. Rather, the regulation is providing everybody the same opportunity. "We don't allow baiting of waterfowl or turkey, because baiting these species would devastate their populations. We have evidence that shows that. Clearly that is not an ethical issue."

Commissioner Gregory moved that the discussion be tabled until they had more information. Chairman Lambert asked Natural Resource Police officers attending the meeting if they had anything to add to the discussion. Sgt. Adrian Baker suggested that he bring the baiting regulations to a future Commission meeting. Director Peditto reminded the members that enforcement would be very difficult. Lt. Col. Tammy Broll explained that NRP does not write many citations for baiting on state lands. NRP receives few complaints and rarely comes across this situation when out on patrol.

Commissioner Lamp was concerned about the timing of the process of making regulatory change, since public meetings are being scheduled for the end of March. Following a group discussion it was agreed that the issue of baiting deer on private property would be moved to the April meeting agenda. Chairman Lamp felt this would give Director Peditto ample time to assess public response at the public meetings and also give the Maryland Farm Bureau an opportunity to comment.

Chairman Lambert suggested moving the Captive Wildlife Committee update to a later meeting to allow adequate time for discussion of the deer baiting issue in April. Director Peditto suggested that the Commissioners may want to re-visit their decision not to meet in May, September, December, and January when they finalize their working agenda in March.

Director Peditto reported that the public hearing dates are not finalized, but will be held on Tuesdays and/or Thursdays during the last two weeks in March.

Chairman Lambert called on Sgt. Baker for the NRP report. Sgt. Baker stated that he had sent Mr. Goetze a letter to thank the members for the opportunity to address the Commission for the last two years. He explained that his term of service to the Commission had ended. He introduced Sgt. Scott Richardson, who will be NRP's representative to the Commission in the future.

Sgt. Baker passed out NRP Monthly Reports for November, December and January [Attachments E, F and G]. He explained that tree stand accidents increased this past season, principally due to the unusually warm and wet weather. During the migratory Canada goose season, NRP concentrated on monitoring hunters in the field to assure they kept to the one-bird per day bag limit. He explained that it was certainly possible for someone to kill their first bird in the morning and then travel somewhere else to kill a second bird in the afternoon. However, despite limited resources and geographical constraints, over 200 citations and over 140 warnings were issued, including exceeding the bag limit, baiting, use of live decoys or recorded calls, and other violations. [Attachment H].

Lt. Col. Tammy Broll congratulated Mr. Lambert on his election to the Chairmanship of the Commission. She also thanked Sgt. Baker for the effort he made during his service on the Commission. She explained that NRP rotates officers throughout the state to serve on various DNR Commissions, including Forestry, Tidal Fish and Agriculture Commissions, among others. This gives the officers an opportunity to see what the committees do, and gain first-hand knowledge on current topics under discussion.

Maryland Wildlife Advisory Commission Minutes, February 13, 2002 Page 8 of 8

She said that Sgt. Scott Richardson joined the Department in 1987 and is currently a District Supervisor based in NRP's Johnson office on the lower eastern shore. Lt. Col. Broll also reported that NRP has been operating with 39 unfilled officer positions for almost two years. However, a total of 15 new officers will begin classes within the next few weeks. The new officers will not be fully operational for at least one year, and NRP remains 24 officers short. Therefore, NRP relied on assistance from US Fish and Wildlife agents, particularly on weekends, during a three-week period in January to assist with surveillance and general patrol for monitoring the Migratory Canada Goose season. Federal charges during this period totaled 63, which are included in the NRP Action report [Attachment H].

Chairman Lambert explained that MSA was very appreciative of the opportunity to have a non-voting seat on the Commission and was hopeful that another person from MSA would be invited take that seat, since he was stepping down from the MSA presidency in April and had accepted Chairmanship of this Commission. Commissioner Lamp moved that MSA continue to have a non-voting seat on the Commission; Commissioner Adams seconded the motion, and all members agreed that MSA would retain their non-voting seat on the Commission.

Ms. Jessica Fritz, Maryland Farm Bureau, explained that the Bureau is still tabulating results from their Wildlife Survey. She explained that the Farm Bureau is concerned that the fox season remains closed in Caroline County and Queen Anne Counties.

Commissioner Langenfelder submitted a letter of resignation from the Commission, and said that he would continue to attend meetings until the Farm Bureau had decided on a replacement. Commissioner Langenfelder assured Chairman Lambert that his resignation is solely due to time constraints and other obligations and is not a reflection of changes made in the Commission or to his election as Chairman.

On behalf of the Department, Director Peditto acknowledged the importance of the farming community's strong conservation ethic and thanked Commissioner Langenfelder for his service.

Commissioner Gregory explained that he would be unable to serve on the Black Bear Task Force. Director Peditto will let the Chairman know and ask that they select someone else to serve. Commissioner Tait expressed some interest, but was not certain she would be able to attend either.

Commissioner Lamp provided the DNR library with a copy of "Wildlife Care Basics for Veterinary Hospitals," published by the Fund for Animals. Commissioner Lamp asked for an Executive Session to be held following the meeting. Commissioner Adams recalled that this Commission is not authorized to go into an executive session except for very specific reasons dealing with personnel issues.

Commissioner Lamp said he would speak with individuals after the meeting.

There if no further business, the meeting was adjourned at 12:00 pm.

Distribution of Minutes: T. Lambert, L. Adams, J. Fritz, J. Lamp, R. Gregory, C. Langenfelder,

C. Garner, A. Baker, K. Blizzard, T. Broll, S. Richardson, M. Hoffman, P. Peditto

Distribution of Minutes

and Attachments: P. Cochran, B. Kelley, C. Fox, K. White, C. Watson, Wildlife and

Heritage Service Executive and Regional Managers, Chairmen of Waterfowl, Fur

Resource and Wild Turkey Advisory Committees.